



Report of sustainable
activities, equal
opportunities and
diversity in 2022



**Mykolo Romerio
universitetas**



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Principles of the Strategy for Sustainable Activities

MRU Strategy of Sustainable Activities is based on the following key principles:

- Evidence-based and objectively measurable changes.
- Implementation and maintenance of recognized standards for sustainable performance.
- Development of internal standards and practices on the principle of the learning organization.
- Prioritizing optimal operational processes.
- Development of environmental literacy and environmental citizenship in the university community.
- Involving the university community and stakeholder groups in the process of creating a sustainable university.

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Summary

Change areas and indicators

Indicator	Target in 2022	Result
Share of students/ staff involved in sustainability-based activities	15 %	10 %
University budget for sustainability-based activities (Eur)	119 500	760 813
Participation in international rankings of sustainable activities, position	Top 500	GreenMetrics ratings - place in Europe; THE Impact rankings – 201-300 position on SDG5 and SDG15 in the world
University-organized number of volunteering/charitable activities	12	14
Number of public initiatives on sustainability	3	13
Green public procurement (% of all purchases)	5 %	47 %
Section of the university page dedicated to sustainable activities	Prepared	Constantly updated
Number of activities of the Didlaukis campus on the issues of sustainable activities	3	4

Summary

Studies and research

Indicator	Target in 2022	Result
Growth of the share of programmes directly designed to enhance coherence from the total number of programmes	80 %	80 %
Growth in the share of funding for research on sustainability issues from co-financing of research	25 %	26 %
Number of scientific publications on coherence published	>70	65 %
The ratio of dissertations with links to coherence with the total number of dissertations being prepared	55 %	63 %
Number of scientific events on sustainability issues	>12	16
Number of academic projects related to sustainability issues	>28	97

Infrastructure and landscape

Indicator	Target in 2022	Result
Smart building system customization (%)	30 %	30 %
The ratio of open space to the entire territory of the university (in%)	63 %	63 %
The territory of the university overgrown with forest (ha)	2,7	2,7
The territory of the university, overgrown with planted vegetation (ha)	6,2	not achieved
Total open space area (ha)	14,2	14,2

Summary

Sustainable consumption and waste management

Indicator	Target in 2022	Result
Decrease in electricity consumption at the university (in%)	5 %	not achieved
Decrease in water consumption per member of the community at the university (%)	5 %	not achieved
Share of renewable energy in total energy consumption (%)	6 %	not achieved
Number of bicycle parking spaces	72	72
Number of installed electric car charging accesses	2	2
Paper use	Paper is usually not used in the circulation of documents (except in cases provided for by law)	Paper use reduced to a minimum amount
Plastic use	Single-use plastic products are usually not purchased at the university	Plastic products are not purchased, except for plastic garbage bags
Share of sorted waste in relation to total waste (%)	60 %	60 %
Increase in the number of events/ initiatives to raise the awareness of the university community in sustainable consumption	4	14
Reducing greenhouse gas emissions (%)	4,5 %	not achieved
Increase in the share of students/staff participating in awareness-raising events (%)	10 %	10 %

Summary

Well-being

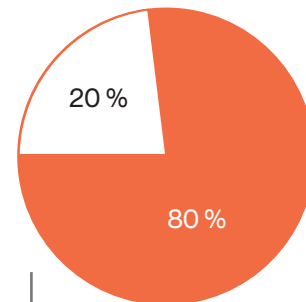
Indicator	Target in 2022	Result
Proportion of students/staff exercising regularly (%)	14 %	14 %
Number of health promotion/sporting activities (diversity)	30	30
Students/staff involved in wellness promotion/in sports activities, part	14 %	17 %
Free psychological support for students and staff (number of consultations)	5	5

Social support

Indicator	Target in 2022	Result
Amount of University funds allocated to community members for social support (Eur)	14 000	48330
Increase in the number of scholarships to encourage well-trained students at state funded study places	8	13
Scholarships for students from developing states increase in numbers	14	122
Equal opportunities and diversity policy	Prepared	Implemented

Study programs

In 2022, MRU carried out study programs in 19 fields of study: translation, business, public administration, tourism and recreation, public safety, philology by language (English), finance, law, management, computer science, communication, political science, management of human resources, pedagogy, psychology, accounting, education, social work, economics. There were 68 study programmes, including 23 in English. In about 80% of all study programmes, as provided for in the Sustainable Activities Strategy, sustainability is included in their content. In 2022, the content of study programmes was linked to the Sustainable Development Goals.



1 Figure. Share of study programmes directly designed to increase coherence from the total number of programmes

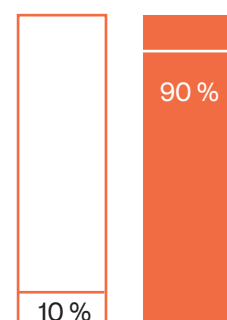
Student organizations

There were 5 student organizations at MRU: the Student Representation MRUSA, the MRU Debating Club, the European Student Law Student Association MRU, the Erasmus Student Network MRU Vilnius. The Sustainable Development Student Organization was founded, which planted and took care of the Student Garden, organized discussions on the issues of sustainable development. The aim is for students to contribute more actively to the implementation of the Sustainable Development Goals by organizing student leisure, educational and cultural events such as freshman camp, introductory freshman study week, film screenings, battles of the mind, MRU student garden maintenance, and other activities and initiatives.

Community engagement

The strategy foresees that students and staff, participating in sustainability activities share in 2022 would reach 15 %. Still, only 10 % growth was achieved.

Figure 2. Share of community members participating in sustainability-based activities



Publications

MRU scientists and researchers carried out various projects and studies related to the goals of Sustainable Development Goals, organized scientific conferences, presented research results in scientific publications. Although the Strategy for Sustainable Activities envisaged 70 scientific publications in 2022, 65 % of total publication number were on different sustainable development issues. It was possible to achieve that scientific publications on sustainable development issues would account for 65% of the university's total number of publications. The main topics of research were law and management of natural floods, urban environment, ecosystem services and land planning, the impact of climate change on cities, possible future land use scenarios, human rights, economic aspects of sustainability, and sustainable behavior of young people. MRU researchers also looked at the societal impact of reducing inequality, loneliness, inclusive societies and technologies, e-entrepreneurship, law and the COVID-19 pandemic, and the challenges of societal resilience to various internal and external threats.

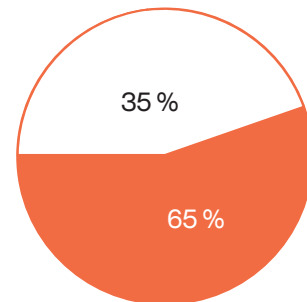
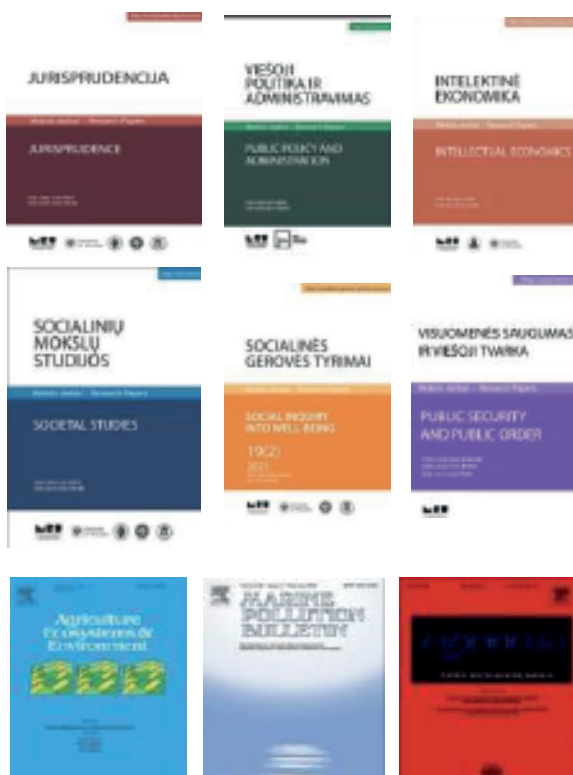


Figure 3. Share of publications with links to coherence from the total number of University publications (%)



Dissertations

The scientific analysis of the implementation of the Sustainable Development Goals is also reflected in the works of doctoral students and young scientists. The strategy foresees that the ratio of dissertations with links to sustainable development with the total number of dissertations being prepared would be 50% in 2022. MRU young researcher have achieved that 63 % of all dissertations were on different Sustainable Development Goals issues. The main research directions were the following: development of the Lithuanian tourism sector, smart public management, assessment of financial security and its impact in the EU, legal regulation of municipal waste management, impact assessment of economic corridors, anti-discrimination EU law, etc.

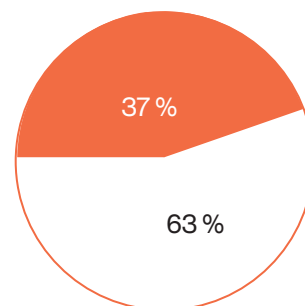


Figure 4. The ratio of dissertations related to SDGs to the total number of dissertations being prepared in %

Events

In 2022, 16 events related to the Sustainable Development Goals were organized instead of planned 12. For example, in the framework of Sustainable Development Goal 16 Peace, Justice and Strong Institutions, conferences were organized including: 30th Anniversary of the Constitution: from Ordinarily to the Highest Law, Legal Protection of Vulnerable Groups: Trends and Perspectives, Why We Care about Democracy: from Minsk and Kiev to Hong Kong and Taiwan, Artificial Intelligence and in Search of Legal Standards for Human Rights, etc.

Projects

MRU scientists and researchers have implemented 97 projects related to the SDGs. For example, in 2022, the projects Financial Assessment of Soil Ecosystem Services, Optimizing Forest Management to Create a Low-CO₂, Climate-resilient European future, Science about Evidence-based and Sustainable Solutions for Natural Resources, Biodiversity and Changeable Changes for a Pluralistic and Nature-friendly Society, etc., were launched in 2022.

International initiatives and recognition

GoGreen project, carried out by scientists from the MRU Center for Research on Environmental Psychology, were of interest to the United Nations Agency for Academic Impact. The project aimed to systematically study the determinants of environmentally friendly behavior in adolescents, and developed a tool to promote environmental behavior. An article on the insights of MRU scientists published on the United Nations Academic Impact portal.



MRU also participated in the activities of the International Association of Universities' Cluster Higher Education for Sustainable Development, organized meetings, shared good practices and practical insights in order to encourage universities to become more actively involved in the SDGs implementation. MRU, together with partners from other universities around the world, contributes to the implementation of SDG 11 Sustainable Cities and Communities, prepares reports on the contribution of universities to the creation of cities and communities conducive to human health and psychological state.



MRU has joined an expedition of sustainability innovations traveling through the world. The expedition's team – Swiss scientists and researchers – presented the SolarButterfly mobile house, built in an innovative design, plastic collected and recycled from the oceans, which unfolds the roof covered with solar panels at the touch of a button and generates the solar energy necessary for a trip of 250 km. Organizers of the event in Vilnius: Innovation Agency, Lithuanian Confederation of Industrialists; Solitek, Lithuanian Innovation Center, Sustain Academy and MRU.



Figure 5. Examples of international initiatives and recognition

Rankings



In 2022, MRU was the only Lithuanian university that entered the GreenMetrics world university rankings. The university ranked 198th among the most sustainable universities in Europe and 570th position among the ranked 1050 universities of the world from 85 countries. In 2022, MRU ranked 127 positions higher than in the 2021 world university ranking category. When compiling the UI Greenmetrics rankings, international experts evaluate various evidence-based indicators that allow to monitor the achievements of world universities in the areas of study, research and the contribution and impact of the daily activities of the organization in terms of contribution and impact on the harmonious development of society.



The world's prestigious university ranking agency Times Higher Education rated the universities with the greatest impact on the implementation of the Sustainable Development Goals and compiled the THE Impact Rankings 2022. 1406 universities of the world took part in the rankings. The scientific publications, studies, university management and impact on communities in the Elsevier Scopus database of the highest international level in 2017-2021 were evaluated. The university ranks 201-300 position in SDG5 and SDG15 in the world.

Figure 6. Rankings by international rankings agencies

Public, charity and volunteering initiatives

Support for war refugees

In the first week of the war, students and teachers, refugee families who came from Ukraine were accommodated in the house of MRU students. Members of the MRU community collected and provided them with humanitarian aid, helped to settle in Lithuania.



Assistance to the Ukrainian School of War Refugees

MRU shares its premises with the school "Gravita Schola" for war refugees. About 130 high school seniors study in MRU auditoriums, use information technology and sports infrastructure, canteen and park.



Making trench candles

MRU was the first to start making warming trench candles in Lithuania and sending them to Ukraine for soldiers and civilians. Later, this initiative spread to many parts of Lithuania.



MRU caravan for Ukrainian troops

MRU community is gathering support, mobilizing other organizations and constantly sending support to Ukrainian troops. MRU donated a minibus by which International Charity and Support Foundation transports to the front.



Figure 7. Public, volunteering and charitable initiatives

Green public procurement and budget

The strategy foresees that green public procurement will account for 5 % of all purchases in 2022. The focus of efforts led to a significant overshoot of this indicator, with 47% of all purchases being green in terms of the values of the contracts. MRU's green purchases are carried out for paper, stationery, products from recycled plastic, publishing, printing services, event organization services, cartridges for printers, copiers, multifunction machines, copying powder and ink, information technology equipment. The budget allocated to the implementation of the Sustainable Development Goals was larger than that provided for in the Strategy. Instead of the planned €119,5,00, the university allocated €760 813. The share of research funding from co-financing of research grew by 26.4 %.

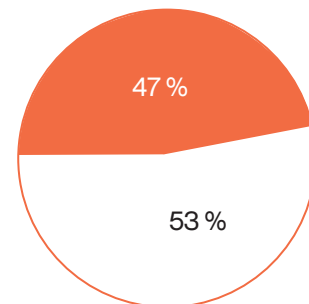


Figure 8. MRU's share of green procurement from all procurement

Raising awareness

MRU pays great attention to educational, awareness-raising events and communication on the implementation of the Sustainable Development Goals. In 2022, various events and initiatives to raise awareness among the university community were held. Instead of the 4 events or initiatives provided for in the strategy, 14 were organized. A section of the university's website dedicated to sustainable development has been prepared and updated monthly, and information for MRU newsletter and social networks is constantly being prepared.

To deepen understanding of the human health benefits of locally grown fruits and vegetables and the positive impact of a shorter supply chain on climate change, MRU student garden was established near the MRU Student House and nurtured throughout the warm season, initiated and cared for by students who came mainly from foreign countries and live in the Student House. In the summer and fall, students were able to pick up their own grown vegetables. In 2022, a garden of fruit trees was also planted nearby.



Sustainability events Orange Festival and Sustainability Afterparty have been organized for MRU community and their family members. Students and staff were able to try out sports and virtual reality spaces, relax and get acquainted with sustainability-promoting activities in the creative recreation space, taste natural dishes.

Much attention has also been paid to raising awareness in the field of healthy eating. For example, in October, healthy eating trainings were held Make Healthier Food: Seasonal Nutrition. In November, members of the University community were invited to celebrate the European Day for Healthy Eating to taste a healthier lunch offer at the University Cafe.



Raising awareness

Awareness of sustainable development was also increased through trips and excursions - a sightseeing trip to the Daugyvenė Cultural Reserve, a trip to the Labanoras forest and a canoe hike on the Ula River in Dzūkija. A total of 99 employees participated in outings and excursions, of which as many as 73 participated in only one activity.



In celebration of international climate change day, members of the MRU community had the opportunity to test their environmental knowledge and gain new ones by participating in the first national environmental exam. The questions and educational content of the exam are prepared by a team of environmental experts from various fields, consisting of specialists from the academic, non-governmental, business and state sectors.



Figure 9. Community awareness-raising initiatives

Infrastructure and landscape

MRU has two campuses in Vilnius and Kaunas with a total area of 142,000 m², and the buildings occupy 61,846 m² of territory. Most of the buildings on the Vilnius academic campus are new construction or modernly renovated. The buildings of Kaunas academic campus belong to the national architectural and cultural heritage.



All MRU buildings meet the requirements of European and Lithuanian building energy standards. They help to reduce the negative impact on human health and the environment through energy and water efficiency, reducing waste and pollution, protecting human health, and using sustainable construction or renovation materials wherever possible. In most buildings, natural ventilation and full natural daylight are used.

Figure 10. MRU buildings and infrastructure

Infrastructure and landscape

Green areas and water collection

Green areas are an important part of university infrastructure. The strategy provides for the ratio of open space to the entire territory of the University 63 % of the total area of the university's open space occupies 14.2 hectares of land. The territory covered with the MRU forest covers 2.7 hectares. 5.9 hectares of the university's territory are surrounded by vegetation. In the management of infrastructure, the water absorption system is important, because it not only helps to absorb rainwater, maintain the safety of buildings, but also forms a convenient and aesthetic entrance to buildings. The water absorption area covers 28,400 m².



Figure 11. Green areas and water collection

Security and equal opportunities infrastructure

The MRU also pays great attention to the safety of infrastructure. Video surveillance systems are installed in all buildings, references to emergency exits are provided. Fire protection measures are installed and their locations are clearly marked. Great attention in the MRU community is paid to increasing the attractiveness of the study process, creating conditions for easy access to the Library and other premises by applying the principles of universal design in the MRU infrastructural structure. The universal design of access to the buildings makes it easy to move around the buildings in the carriages. Equipped with stroller lifts to the stairs (more often in an old building, where a universal design is impossible), baby feeding and care rooms.

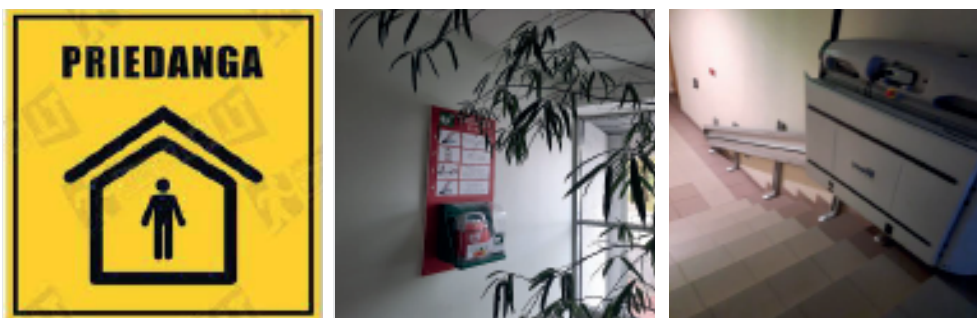


Figure 12. Security and equal opportunities infrastructure

Conserving resources

Electricity

MRU implements electricity saving programs. During the 2020 lockdown, electricity consumption was reduced, with the transition to mixed studies in 2021, it increased slightly, and with the full return to contact studies and work, the use of electricity increased by 3.64%. Educational activities are carried out, which are aimed at raising awareness of the community and saving energy. The strategy foresees that the share of energy in the total energy consumption in 2022 would be 4%. The process of installing solar power plants on the roofs of the buildings at Didlaukio g. 57 and Didlaukio g. 86 is underway under the contract for the purchase of part of the solar energy park under the program of the Environmental Project Management Agency.



Figure 13. Electricity consumption

Conserving resources

Heating

MRU organizes community educational activities, carries out monitoring, analysis and is constantly looking for opportunities to save thermal energy. In 2020, compared to 2019, heat consumption was reduced due to the pandemic situation, in 2021 rose with a return to contact and hybrid studies and semi-remote work, and in 2022, the return to contact studies and work increased even more, although the increase is not significant.

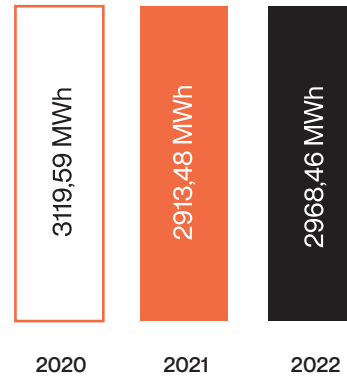
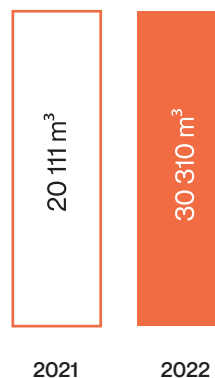


Figure 14. Heat consumption in 2020-2022.

Water

The strategy also foresees 5% reduction in water per member of the community at the University. This indicator was not achieved due to contact studies and work.

Total



Monthly average



Waste management

MRU encourages students and faculty to reduce purchasing and consumption, apply circular economy principles, and sort plastic, paper, glass. The strategy foresees that the share of sortable waste in relation to the total amount of waste would be 40 % and MRU community managed to achieve that in 2022.

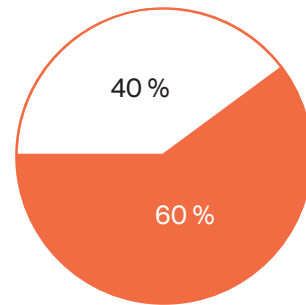


Figure 15. Percentage of sorted waste

Organic waste

MRU organizes the collection and recycling of organic waste. Tree branches, leaves, grasses are collected and handed over for processing into biofuel. Catering companies operate on the premises of MRU under public procurement contracts, food waste and other organic matter are managed by outsourced companies.

Non-organic waste

The university pays much attention not only to the availability of sorting points, but also to their design, so that inorganic waste management would be a natural, attractive and pleasant experience. MRU following public agreement contracts, organizes the collection of inorganic waste and the transfer for recycling. Students, staff and guests are given the opportunity to dispose batteries, small electronic waste, and printer cartridges in a sustainable way. Collection points are visible and natural, on the way to the Library and auditoriums, to the café and coffee machines. We strive to make sorting easy and convenient.

Figure 16. Examples of collection of sortable waste



Decrease in paper and plastic use

MRU aims to reduce the consumption of paper and plastic in everyday activities. Already since 2016, MRU has switched to a complete electronic document and process management system eDVS. In 2013, the MRU signed the Berlin Open Access Declaration and since then has been applying the electronic MRU publication repository, an open system of scientific journals in its research and studies. The strategist provides that paper is not normally used in the circulation of documents (except in cases provided for by law). In 2021, the use of paper is up to the minimum quantity. Reducing plastic is also one of the goals of the MRU. The strategy foresees that they do not buy plastic products for their daily activities, in 2021 plastic products were not usually purchased, except for plastic garbage bags. The strategy foresees a 3% reduction in greenhouse gas emissions. This indicator will be achieved once solar power plants are installed and put into operation.



Electronic MRU publications' repository



Process and document management system



Open access to MRU research publications



Figure 17. Examples of electronic MRU systems reducing paper use

Sports and well being

MRU takes care of the physical and mental health of members of its community. Students and staff are given opportunities to attend basketball, volleyball, pilates, fitness, karate, yoga, running, chess, Nordic walking classes or play sports in the gym. In 2022, MRU community was proud of several important achievements – in the challenge of the Walk15 app that promotes walking, higher education institutions were ranked, and an honorable award was presented in the Presidency of the Republic of Lithuania. In fostering physical and mental health, MRU also took an active part in the activities of the Didlaukis Academic Campus. For example, the Didlaukis community 4x4 volleyball tournament was organized. The largest bicycle festival in the Baltic States "IKI Velomaraton" was also attended by members of the MRU community.

A promotional poster for the Walk15 app. At the top left is the Walk15 logo (a stylized 'N' in a square) and the hashtag #walk15. At the top right is the MRU logo. The main text in Lithuanian reads: "Aktyvuokis ir prisijunk prie MRU komandos AUKŠTŲJŲ MOKYKLŲ žingsnių iššūkyje #walk15 programėlyje". Below this, in English: "Get active and join the MRU team in the HIGH SCHOOL walk challenge on the #walk15 app". The central image shows three people walking with backpacks. At the bottom, it says "Kaip prisijungti prie NACIONALINIO JUDUMO IŠŠŪKIO?" and lists four steps: 1. Įsirašyti į programėlę, 2. Nustatyti maršrutą, 3. Pradėti žingsniuoti, 4. Pasiekti tikslą. To the right is the logo for "LIETUVOS RESPUBLIKA" and a QR code.



A blue poster for a 4x4 volleyball tournament. At the top right is the MRU logo. The text reads: "KVIEČIAME | DIDLAUKIO BENDRUOMENĖS 4x4 TINKLINIO TURNYRĄ" and "WE INVITE YOU TO DIDLAUKIS COMMUNITY 4x4 VOLLEYBALL TOURNAMENT". Below this, it lists: "Kada? Lapkričio 15-17 dienomis" (When? November 15-17), "Kur? MRU mažiajose sporto salėse" (Where? in the MRU small sports halls), "Taisyklės: komandoje turi būti ne mažiau nei viena mergina" (Rules: it is necessary to have at least one girl in the team), and "Registracija ir daugiau informacijos*: Registracija and more information*:". A QR code is at the bottom left. At the bottom right, it says "Paskelbėme... registruokis iki lapkričio 11 dienos" (We have published... register by November 11) and "Taisyklės... registracijos užrašų pildymo taisyklės" (Rules... registration form filling rules). At the very bottom, it says "TINKLINIO ŽIDULIO GALVUOKIJA GALVUOKIJA@MRU.LI" and "MRU Didlaukis akademinis kampas".

Sports and well being

Sudden death due to heart failure is the third most frequently avoided cause of death in developed countries, four out of five cases occur in the presence of family members or co-workers, when there are no doctors nearby. In 2022, a first-aid training room was installed at the MRU. Students and staff will be able to practically learn the skills of providing first aid using mannequins, cardiac defibrillators and other means for resuscitation simulations.



AR ŽINAI SAVO KRAUJOSPŪDĮ?

Kas? PASAULINĖS HIPERTENZIJOS DIENOS proga Universiteto bendruomenės nariams Šanteros klinikų gydytojai nemokamai matuos kraujospūdį.

Kada? Gegužės 25 d. 14.30-16.00 val. rotundinėje salėje.

Kodėl? Todėl, kad kraujotakos sistemos ligos - dažniausia mirties priežastis Lietuvoje, o žinant savo kraujospūdį, jį nesunkiai galima reguliuoti.

An illustration of a hand being measured by a blood pressure cuff. The cuff is blue and white, and the digital display shows the number '76'.

High blood pressure is also one of the most at risk factors. On World Hypertension Day, members of the MRU community were invited to measure blood pressure and raise awareness of the importance of ongoing health care in our lives.



Fostering the mental health of the new generation of scientists and researchers, in November, MRU invited doctoral students and postdoctoral trainees to the creative workshop "An Hour Without Burnout". The event provided an opportunity to look at the circumstances, control and burnout in a different way, at least for a short time, and to take a short breath with the help of creativity, relieve stress and experience the joy of the present.

MRU

„Valanda be perdegimo“
Kūrybinės dirbtuvės doktorantams

2022 m. lapkričio 22 d. | 17:00 val. | MRU LAB-102 salė

An abstract orange graphic with several circles of varying sizes, some overlapping, creating a sense of movement and depth.

Sports and well being

On the occasion of World Mental Health Day, the MRU community was invited to a writing therapy workshop, during which they are encouraged to write about their thoughts and feelings, especially those related to traumatic events or topical issues, in order to reduce stress and improve physical and emotional health.



Figure 18. Examples of health promotion



In cooperation with the Office of the Equal Opportunities Ombudsperson, the MRU community received training "Prevention of discrimination and ensuring equal opportunities", during which it was possible to deepen knowledge and discuss how we understand equality and diversity, what does it personally mean to us? How can we notice and what can we do to make our colleagues, students, friends and acquaintances feel calm and safe in our environment?

Transport

In order to maintain excellent physical shape and contribute to the reduction of CO2 emissions, MRU encourages students and staff to go to the university on foot, by bicycle or by public transport. The infrastructure of the university is also adapted for this. In 2022 there are 72 two-wheeled parking spaces and 1 electric car charging station, which are equipped with a video monitoring system for safety reasons. Parking spaces are being restricted on MRU academic campus to reduce the number of cars. For example, “reserved” has been installed near the MRU LAB network of social innovation laboratories and students' homes, and a lot of space is allocated near the central building for marked parking spaces for people with disabilities, thereby limiting the use of about 20% of parking lots. Groups of students and employees traveling outside Vilnius for educational, sports or recreation purposes may be given a bus in order to reduce environmental pollution. On the last Friday of each month, community members are encouraged to celebrate a car-free day.



Figure 19. Examples of car restrictions on academic campus

Pedestrian walks

Didlaukis and MRU academic campus are excellent hiking trails connecting to a common network central building, the network of Social Innovation Laboratories MRU LAB, the Student House. In the dark, the hiking trails are illuminated, as well as marked for people with disabilities. Pedestrian paths pass through a natural environment, so students and staff can relax, rest and foster a healthy lifestyle while walking.



Figure 20. Hiking trails in Didlaukis and MRU academic campus

Equal opportunities and diversity

Social support

To ensure equal opportunities, access to studies and openness to all students, MRU takes care of the most vulnerable. In 2022, social scholarships were awarded to 122 foreign students from developing countries instead of the planned 14 and 13 scholarships to encourage well-trained students of non-state-funded study places instead of the 8 places provided for in the Strategy. A total of EUR 48 330 has been allocated to social assistance.

Integrating of the disabled

MRU pays great attention to meeting the individual needs of students and creating suitable conditions for all students. Care is taken to ensure that students and employees with mobility, vision, hearing or other disabilities can realize themselves and achieve their goals. In 2022, the understanding of the members of the community was deepened, the training was shared, and an organizational structure and environment was created that empowers community members to be more sensitive and adapt better and help community members with disabilities.



In 2022, in cooperation with the Vilnius Public Health Office "Vilnius Healthier", MRU invited to join the Vilnius Marathon! Excellent conditions have been created that will allow persons with disabilities to be included in the marathon – both those who can run on their own, those who move with the help of wheelchairs, and those who are helped to move by tricycles. All participants will be able not only to try different running distances, but also to contribute to volunteering – to distribute water to those who run, to present medals to those who finish, to support like-minded people.

Figure 21. Initiatives for the integration of persons with disabilities

Equal opportunities and diversity

Management structures by gender

In 2022, 75% of men and 25% of women worked on the MRU Board. The Senate is made up of 53 % women and 47% men. One Senate commission is led by a man, and three by women. The president and secretary of the Senate are men, the deputy is a woman. The rector's immediate team consisted of a vice-rector and a vice-rector for academic affairs. The rector of the university is a woman. The rectorate is made up of 72% of women and 28% of men. The management structures of the academic units are dominated by women: faculties are headed by 75% of women and 25% by men, at the level of vice-deans 80% are women and 20% are men.

Council



Senate



Figure 23. Distribution of MRU management structures by gender

Rectorate



Deans



Vice-deans



Figure 22. Distribution of management structures of academic departments by gender

Equal opportunities and diversity

Akademic personnel by gender

Distribution of academic staff by gender: professors – 53 % for women and 47 % men, associate professors – 52 % of women and 48 % of men, lecturers – 20 % women and 80 % men. Partnership professors - 22 % women and 78 % men.

Professors



53 %



47 %

Associate professors



52 %



48 %

Lecturers



20 %



80 %

Partnership professors



22%



78 %

Figure 23.. Distribution of academic staff by gender

Equal opportunities and diversity

Gender distribution of researchers: 53% female and 47% male chief researchers, 50% female and 50% male senior researchers, researchers 58% women and 42 % men, junior researchers 42% women and 58% men, experts 50% women and 50% men.

Chief researchers



53 %



47 %

Senior researchers



50 %



50 %

Researchers



58 %



42 %

Equal opportunities and diversity

Junior researchers



42 %



58 %

Experts



50 %



50 %

Figure 24. Distribution of researchers by gender

The analysis of the data on the distribution of academic staff by gender in 2017-2022 shows a consistent growth in the share of women.

2017	52 %	48 %
2018	52 %	48 %
2019	54 %	46 %
2020	55 %	45 %
2021	53 %	47 %
2022	53 %	47 %





Figure 25. Development of the distribution of academic staff by gender in 2017-2022

Equal opportunities and diversity

Administration by gender

In 2022, 58% of women and 42% of men accounted for the MRU administration and other university staff, of whom 71% were women and 29% men in management positions (managers, directors), and 66% of women and 34% of men were deputy heads. Among faculty and institute managers, 61% of women and 39% of men. The positions of chief managers were 100% occupied by women.

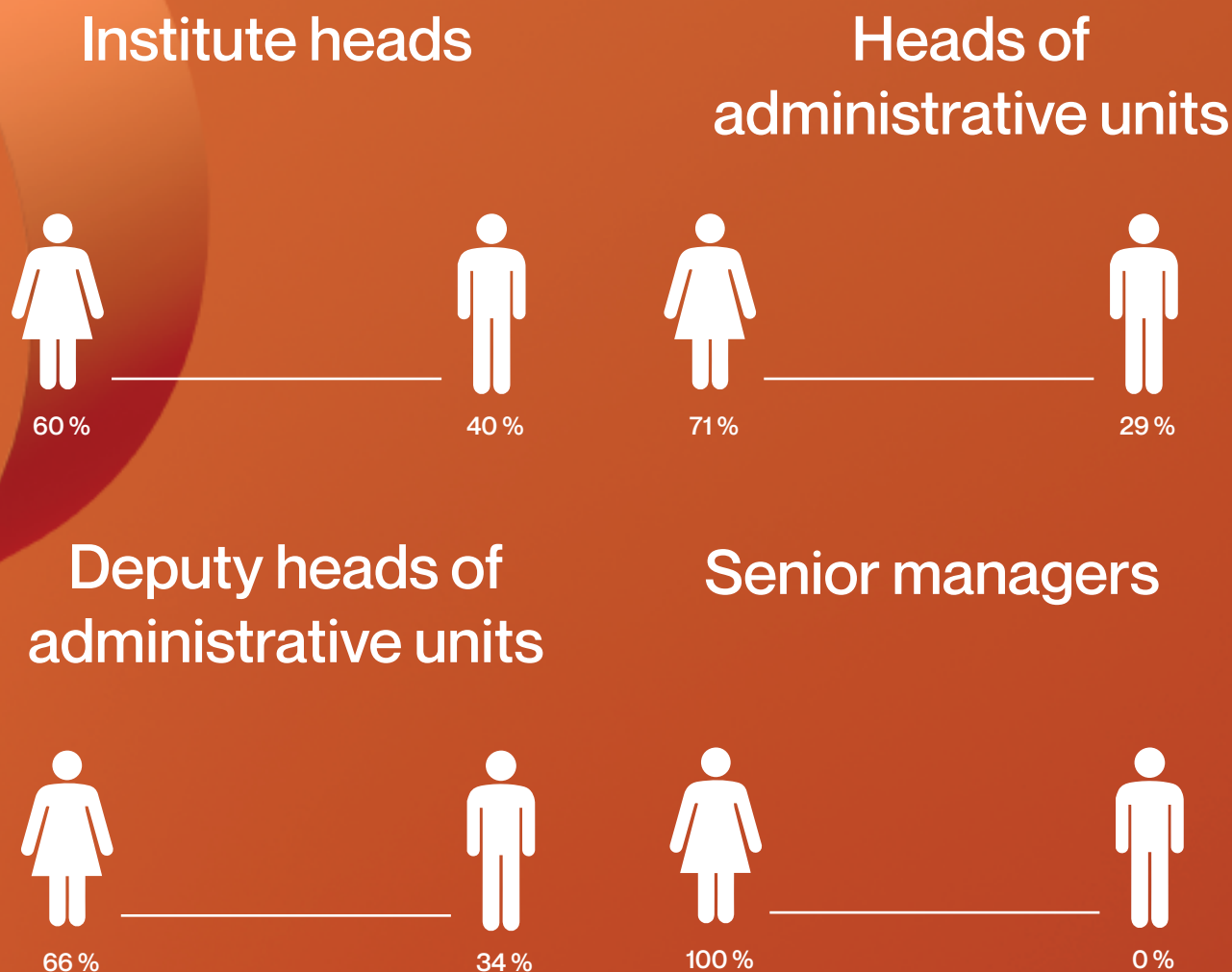


Figure 26. Distribution of administrative staff by gender

Equal opportunities and diversity

Distribution of administrative personnel by gender

The analysis of administrative personnel by gender in 2017-2022 it was observed that more than a half of them were women.

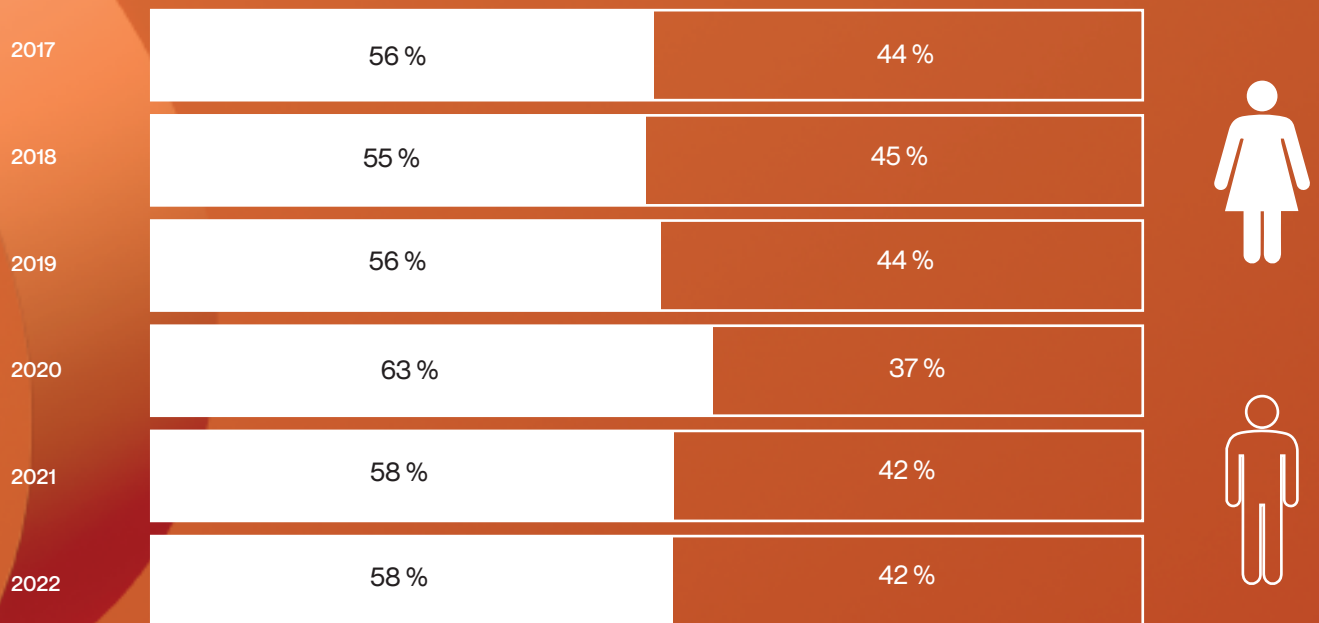


Figure 27. Distribution of administrative personnel by gender

Equal opportunities and diversity

Students by gender

Almost twice as many women are admitted to undergraduate studies at MRU than men. For example, in 2020 and 2021, 74% of women and 26% of men were enrolled. In 2022, 60% of women and 40% of men were admitted to MRU Bachelor's studies.



Figure 28. The share of the total number of undergraduate students by gender in 2020-2022

More women than men are admitted to postgraduate studies at MRU. In 2020, 72% of women and 28% of men were admitted. In 2021, the number of women rose to 76% and that of men decreased to 24%. In 2022, 70% of women and 30% of men were admitted to MRU Master studies.



Figure 29. The share of the number of men and women admitted for Master studies in 2020 -2022

The overall ratio of the number of male and female students admitted to vocational studies in 2020-2022. In 2020, 87% were women and 13% were male, while in 2021 the total number of women fell to 76% and men rose to 24%.



Figure 30. The share of the number of students and students admitted to professional pedagogy studies in 2020-2022

Equal opportunities and diversity

Professional pedagogical studies are dominated by women. In 2020 women accounted for 87% and men 13%. In 2021 women made up 76% and men 24% of total student number. In 2022 88% of women and 12% of men studied in MRU professional pedagogical studies.

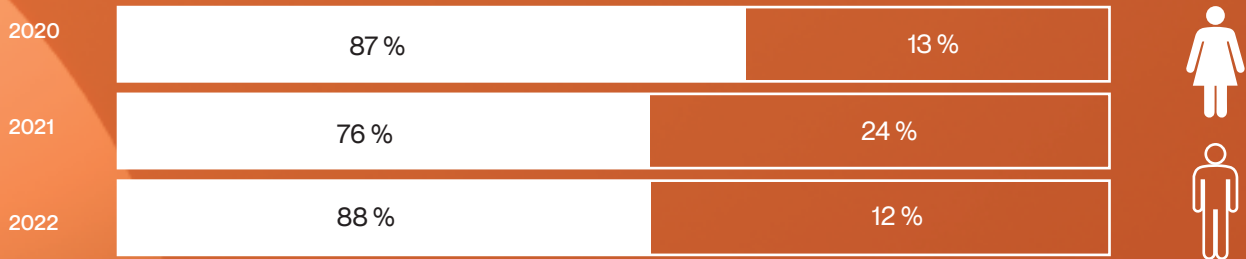


Figure 31. Student share by gender in professional pedagogical studies

The distribution of the enrolled doctoral students by gender in 2020-2022



Figure 32. The share of the enrolled doctoral students by gender in 2020-2022

Equal opportunities and diversity

Doctoral studies are dominated by women but the percentage of men and women is stable. In 2020-2021 63 % of all students were women and 37 % men.



Figure 33. The share of men and women in doctoral studies

In 2022 the share of women increased up to 66 % and the share of men decreased up to 34 %.

Have defended dissertations



Figure 34. Distribution of PhD alumni by gender

Are preparing dissertations



Figure 35. Distribution of PhD students by gender

Equal opportunities and diversity

Academic staff distribution by age groups

The analysis of the academic staff distribution by age groups has indicated that the University employs people of different age groups. The smallest number is of age groups 20-29 and 70-79 years. Middle age people make up a majority of employees: 40-49 year olds make up 36 %, 30-39 year olds – 24 %, 50-59 year olds – 21 % and 60-69 year olds – 12 %. The average age of MRU employees was 46 years in 2022.

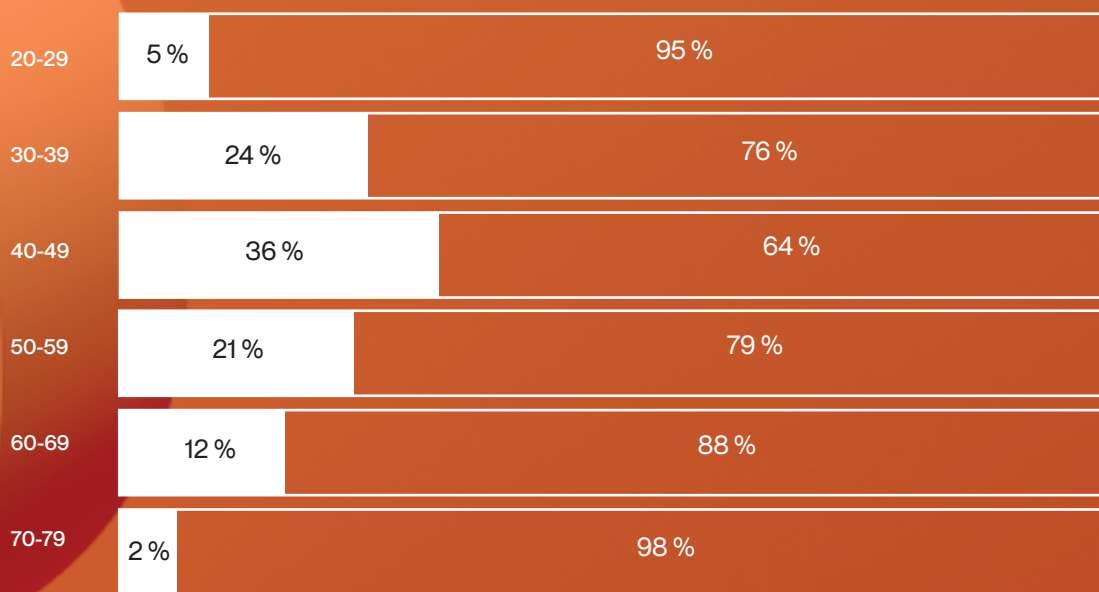


Figure 36. Academic staff distribution by age groups

Equal opportunities and diversity

Student distribution according to nationality

In 2022 694 degree seeking international students studies at MRU. International students make up 12.24 % of all student body including refugees and Lithuanian diaspora. The share of international students has increased from 8.29% in 2020 to 12.24% in 2022. EU citizens or residents make up 18.7 % of total international student body. The share of international students freshmen in Bachelor and Master studies has increased by 7 % in 2022 and up to 12.21 % in doctoral studies.

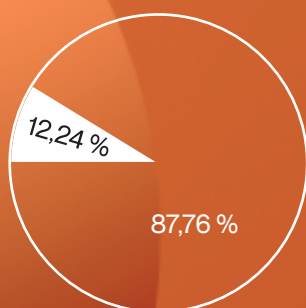


Figure 37. Lithuanian and international student share

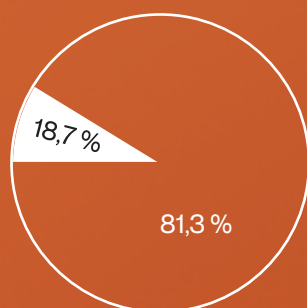


Figure 38. The percentage of EU citizens or residents from all international students

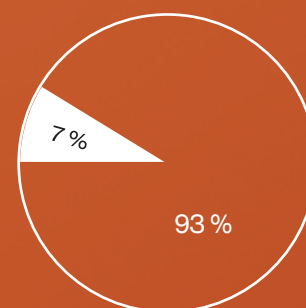
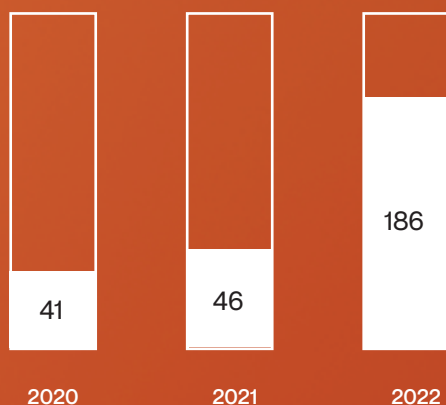


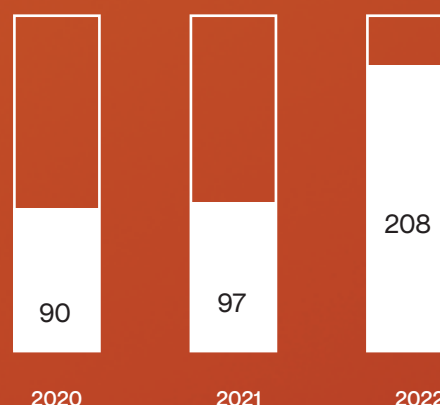
Figure 39. The share of freshmen students from Lithuania and internationally

394 freshmen were enrolled in degree study programmes.

Bachelor studies



Master studies





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